GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

HM&FW Department – Guidelines for transfer of Regular Employees in HM&FW Department – Orders – Issued.

HEALTH MEDICAL AND FAMILY WELFARE(B1) DEPARTMENT

G.O.Rt.No.399 Dated:24.05.2023

Read the following:-

1.G.O.Rt.No.40, HM&FW(B1) Department, Dated:28.01.2022.
2.G.O.Rt.No.41, HM&FW(B1) Department, Dated:29.01.2022.
3.G.O.Rt.No.128, HM&FW(B1) Department, Dated:24.02..2022.
4.G.O.Ms.No.116, Finance (HR.I-PLG.&POLICY) Department, Dated:07.06.2022.
5.G.O.Ms.No.122, Finance (HR.I-PLG.&POLICY) Department, Dated:16.06.2022.
6.G.O.Rt.No.371, HM&FW(E1) Department, Dated:16.05.2023
7.G.O.Ms.No.71, Finance (HR.I-PLG.&POLICY) Department, Dated:17.05.2023.

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ORDER :-

In the G.Os 1st to 3rd read above, orders were issued framing the guidelines to take up of the transfers of Regular Employees working under administrative control of the HM&FW Department in the year,2022 and the same were ended by 30.03.2022, thus the ban on transfers of employees in HM&FW Department came into force w.e.f.31.03.2022.

2. In the G.Os 4th & 5th read above, Government have issued General Guidelines for transfers of all the Government employees, wherein, HM&FW Department have been exempted from transfers on the grounds that the transfers were taken up recently.

3. In the G.O 6th read above, orders were issued framing the guidelines for mutual transfers to the regular employees in HM&FW Department in respect of categories of paramedical and nursing staff as one-time measure.

4. In the G.O 7th read above, Government have issued orders relaxing the ban on transfers of employees for the period from 22nd May to 31st May, 2023 to ensure right placement of employees to secure optimum productivity and commitment to furtherance of Government development objectives.

5. In view of the complexity of the human resources of the Department and also to ensure uninterrupted health care services delivery at Hospitals level, the Government have decided to issue suitable modifications to the

G.O 7th read above with reference to the transfers of regular employees in HM&FW Department.

6. Accordingly, Government hereby issued the following guidelines and procedures for strict compliance :-

General Guidelines :-

i. Transfers shall be effected only "on request" basis and on administrative grounds.

ii. Employees who completed 2 years of service at a station as on 30th April, 2023 are only eligible for request transfers.

iii. The employees who have completed (5) years of service will be transferred, if anybody opts for that place based on station seniority in descending order of the length of the stay in the station, instead of mandatory transfer of all employees.

iv. In any cadre, the number of transfers shall not exceed 30% of that cadre. The cap of 30% does not apply to cadres whose sanctioned strength is less than or equal to (16). This cap is applied to each cadre and each specialty.

v. While calculating the number of Officers to be transferred, the fraction may be rounded off to the nearest whole number (Ex.4.00 to 4.50 = 4 and 4.51 to 5.00 = 5).

vi. Transfers of MPHA(F)/ ANM shall be considered on Mutual grounds only, duly following the conditions specified in the G.O 6th read above.

vii. In respect of categories mentioned in G.O. 6th read above, mutual transfers shall be taken up in the first instance in terms of guidelines issued therein and shall take up request transfers and transfers of employees who had completed five years based on descending order of the length of the stay in the station instead of mandatory transfer of all employees.

viii. Service in all cadres at a station shall be counted while calculating the period of stay. Station means place (City, Town, Village) of actual working for the purpose of transfers and not office or institution.

ix. Preference will be given to below categories:

a. Employees with disabilities of 40% or more as certified by a competent authority as per the norms of "persons with disabilities".

b. Employees having mentally challenged children to a place where medical facilities are available.

c. Medical grounds for the diseases (either self or spouse or dependent children and dependent parents) of Cancer, Open Heart Operations, Neuro Surgery, Kidney Transplantation to places where such facilities are available.

d. Widow employee appointed on Compassionate appointments.

e. Husband and Wife cases (only one of the spouses shall be shifted following the prescribed procedure). Once the facility is utilized, the next request can be made only after five years.

x. All transfers affected by following the procedure where employees indicated preference for stations shall be treated as request transfers for the purpose of sanction of TTA and other transfer benefits.

xi. All vacancies in Notified Agency areas shall be filled first before filling posts in the non - ITDA areas.

xii. The employees (Local Cadres, Zonal Cadres) working in ITDA areas for more than two years may be transferred to the place of their choice subject to fulfilment of conditions stipulated in this GO, with due preference to the inter-se seniority among the employees working in these areas.

xiii. For the purpose of posting in ITDA Areas the following shall be the criteria:

1. The employees below 50 years of age.
2. The employees who have not worked earlier in the ITDA areas so far based on the length of service in plain area downwards.

xiv. Besides ITDA areas, areas which are interior and backward with large number of vacancies shall be given preference while filling up of vacancies on transfers. HoDs and District Collectors shall ensure the same.

xv. The standing instructions on the transfers of office bearers of recognized Employees Associations as issued in Circular Memo No. GAD01-SW0SERA/27/2019-SW. GA (Services Welfare) Department, dt.15.06.2022 will apply i.e., not to transfer the office bearers of all the Recognized Service Associations in the State at State level, District level & Division/Taluk level until their completion of three (3) terms or nine (9) years of stay in a particular station.

xvi. The visually challenged employees are exempted from transfers except when they make a specific request for transfer. As far as possible, these categories of employees may be posted at a place of their choice subject to availability of a clear vacancy.

xvii. The requests of the employees having any charges /ACB/Vigilance cases pending against him/her shall not be considered for transfer. The Authority shall indicate the fact clearly against the name of that employee if there is any request for transfer.

7. Separate orders will be issued for taking up transfers with respect to employees of APVVP.

8. All the transfers shall be effected by the competent authorities as per the existing orders of delegation subject to the existing Government Orders and conditions prescribed.

9. The Head of the Department concerned is responsible for the implementation of the transfer orders in the most transparent manner possible without giving any scope for complaints \ allegations. Any violation of these guidelines will be viewed seriously.

10. The existing ban on transfer of employees working in HM&FW Department imposed in G.O 3rd read above is hereby relaxed for the period of 30 days i.e., from 25.05.2023 to 23.06.2023 to ensure right placement of employees to secure optimum productivity and commitment to furtherance of Government's development objectives.

11. The ban on transfers shall come into force with effect from 24th June, 2023.

12. This order issues with the concurrence of Finance (HR.I.Plg.&Policy) Department vide their U.O.No.HROPDPP(TRPO)/132/2023 (Computer No.2084181), Dated:19.05.2023.

13. A copy of this order is available at http://apegazette.cgg.gov.in.

[BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH]

M T KRISHNA BABU
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To
All Heads of Departments under HM&FW Department.
All District Collectors in the State.
All the Sections in HM&FW Department.
The Commissioner of Printing, Stationary and Stores Purchase Department, AP., Vijayawada.
Copy to:
The P.S. to Spl.CS to Hon'ble C.M.
OSD to Hon'ble Minister(H,FW&ME)
The Finance (HR-I.PLG.POLICY) Department.
The PS to Spl CS. to Government HM&FW Department.
Sf/Sc(2083717).

//FORWARDED::BY ORDER//

SECTION OFFICER